



Grŵp
**Llandrillo
Menai**

Staff & Learner Wellbeing Strategy 2021 – 2024

Improving People's Futures



Lles **GLLM**
Wellbeing

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Foreword - Chief Executive Officer

"Grŵp Llandrillo Menai is committed to creating a healthy learning and working environment where every member of our community can thrive. We work in close partnership with our learners, staff and the wider community to ensure that supporting positive health and wellbeing is an integral part of everything we do. We are committed to raising awareness of the importance of wellbeing and to providing opportunities and support to enable learners and staff to strengthen their resilience and self-care, and reach their full potential.

We support students' wellbeing during their transition to college and throughout their time with us. Personal Tutors and Work Based Assessors provide academic and pastoral support whilst Mentors and Learner Services staff provide specialist support and signposting to partner agencies. We ensure that our policies and procedures consider the impact of health and wellbeing on learner engagement and ensure that no learner is disadvantaged.

In addition to line manager and HR support, Wellbeing Champions raise awareness of the many opportunities available to become involved in social and wellbeing activities across the Grŵp. Together with occupational health support services, we provide a sustainable infrastructure of support to learners and staff. We listen to the concerns of our staff and foster a safe environment where colleagues can discuss all matters relating to health and wellbeing.

Our Wellbeing action plans identify what steps we are taking to underpin the delivery of our Wellbeing Strategy and priorities and will continuously evolve over time. Working together with staff and learners, I truly believe that Grŵp Llandrillo Menai will provide an environment where all aspects of wellbeing are reflected in everything that we do."

Dafydd Evans
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'D Evans', written in a cursive style.

Foreword - Students' Union

"Student mental health and wellbeing affects every aspect of student life, which makes it a key priority for your Student Union and Grŵp Llandrillo Menai. Placing student mental health and wellbeing at the forefront of decisions and working alongside our student body to shape policies is crucial to creating a representative learning community.

Every student deserves to feel supported and every student has a voice which should be listened to. We want college to be a place where there is an emphasis on community and working together to make sure there is a supportive and inclusive environment. The environment, social life, academic attainment and finances are just some aspects of the student experience which can affect mental health and wellbeing and which we've been keen to acknowledge in this Strategy. Everyone experiences mental health differently, and therefore we need an approach which caters for and supports students with a diverse range of needs. Our Active Ambassadors have been fantastic in raising awareness of the importance of staying active and physical wellbeing. The change to Wellbeing Ambassador reflects the commitment of the Grŵp to continue to build on the excellent work done to date recognised in the many awards that the Student Union have achieved in supporting our students.

We look forward to continuing to work with students, staff and the management teams to keep a check on our progress and to make sure that mental health and wellbeing stays at the forefront of working together to improve the overall student experience."

Will Prys-Jones
HE Student Union President
Coleg Menai & Meirion
Dwyfor

Terry Tuffrey
FE Student Union President
Coleg Meirion Dwyfor

Derwen Fay
FE Student Union President
Coleg Llandrillo

George Russell
FE Student Union President
Coleg Llandrillo

Foreword - Unions

"The wellbeing of staff is paramount to the Grŵp's continued successes. It is everyone's priority and responsibility to ensure that they and colleagues alike across the Grŵp feel valued, motivated and have all the support that they need to effectively do their job and to fulfil their career aspirations. Working closely with colleagues across the Grŵp, this strategy puts staff wellbeing at the forefront of decisions which we believe will ensure sustained successes for staff and therefore the Grŵp.

As your Unions we will be working in close partnership with the Grŵp to ensure that your views are heard, and that effective actions are taken to improve all aspects of your wellbeing. We will be part of the steering groups making things happen and monitoring success.

Only by working together can we understand the wellbeing challenges that we all face, and then design, implement and monitor creative solutions to ensure that we all prosper and enjoy working at Grŵp Llandrillo Menai. We look forward to supporting this strategy and keeping your health and wellbeing the number one priority."

Mark Davies
Unison Chair

Cathy Smith
NEU Grŵp Rep

Justin McCoy
Dave Roberto
Simon Evans
UCU Chairs

John Owen
UCAC Grŵp Rep

Aim, Purpose and Scope

Grŵp Llandrillo Menai recognises that to achieve its strategic aims, an inclusive organisational wide approach to delivering exceptional health and wellbeing support for all staff and learners is paramount. In partnership with the student and staff unions, the Grŵp will continually review its working practices to provide an open and supportive approach to wellbeing, whereby individuals can access information and guidance, and engage with opportunities to further enhance their wellbeing, to build resilience and to reach their full potential.

Our Wellbeing Priorities

Reflecting upon staff and learner feedback, the Grŵp's initial Wellbeing priorities are:

We will support your emotional and social wellbeing by:

- Raising awareness of mental health and wellbeing
- Providing expert support and guidance from a team of dedicated staff
- Offering access to professional counselling and support services
- Developing opportunities for open discussions about wellbeing
- Developing apps and toolkits to promote wellbeing, self-care and resilience

We will support you to become active and healthy by:

- Identifying and developing a team of Wellbeing Champions to provide and promote opportunities to engage in a range of social wellbeing activities
- Providing opportunities for inclusive sport and fitness
- Providing opportunities for community engagement
- Offering healthy eating and drinking options at every site
- Promoting physical activity

We will support you to contribute towards a sustainable environment by:

- Promoting Green Health
- Providing guidance on being environmentally sustainable
- Providing opportunities for outdoor learning
- Developing and promoting healthy transport options
- Reducing our use of single-use plastic

We will support you to stay safe by:

- Promoting Safeguarding in all that we do
- Providing personalised support for learners and staff during any absence
- Providing information and support on healthy relationships
- Working in partnership with other specialist services to offer expert guidance and support e.g. substance misuse
- Promoting support and delivering health checks for potential chronic health conditions



Leadership, Culture and Ethos

With a committed and passionate senior leadership team, resources will be made available to deliver the Wellbeing Strategy and priorities. This dedication to wellbeing is reinforced throughout the management structures of the Grŵp to ensure success. Managers across the Grŵp, Learner Services and HR continuously champion wellbeing training, healthy initiatives, effective partnerships, collaborations and promote accessible and inclusive opportunities for all to engage with a range of Grŵp and external services.

This Wellbeing Strategy is founded upon the requirement and recognition that it is everyone's personal responsibility to look after their own health and wellbeing, but also to support colleagues and learners across the Grŵp to do likewise – to lead by example. Leadership across the Grŵp will establish resources, and provide direction and guidance, but it is this personal responsibility, mutual respect and desire to help and support at an individual level that ensures the Grŵp's long term sustainability.

Our Grŵp Values of Equity, Quality, Innovation and Professionalism underpin all that we do to support our learners and staff and enable the successful development of this Wellbeing Strategy.

Effective communication and awareness of how policies and procedures support wellbeing is required to fully support a healthy College. The Grŵp uses various methods to communicate and engage with staff and learners and reviews all policies and practices with the wellbeing of all in mind.

Our safeguarding culture provides opportunities and safe space for learners and staff to discuss matters of concern and to seek information, guidance and support on all matters relating to wellbeing.

Through effective leadership, communication, engagement and mutual respect we can monitor and review how we continue to embed a positive supportive culture where we look to encourage and empower all members of our Grŵp Llandrillo Menai community, to develop resilience and to prosper in a happy and healthy environment.



Monitoring Success and Supporting Improvement

Wellbeing steering groups have been established to consider, design, implement and review wellbeing initiatives supporting this strategy and its priorities. It will be the responsibility of the Wellbeing Project Manager, Director of Learner Services and the HR Director to oversee its delivery and to report as appropriate to Tîm Polisi, Tîm Strategol and Tîm Rheoli, to other key groups across the Grŵp, and to Curriculum Student and Standards Committees.

The Student Union Presidents and HE Officer will present a wellbeing highlight report at the annual Learner Conference and provide a progress report to the Class Representatives.

As part of the monitoring processes, feedback from staff and learners will be obtained and will feed into the reviews and further development of the Wellbeing Strategy. A Health Impact Assessment will be used to review and assess the level of learner and staff engagement and to measure the effect of the outcomes.

Communication Approaches

Effective communication is critical to the success of this strategy. The Grŵp will look to develop and utilise a wide array of solutions to promote the strategy, the priorities, actions and successes of the Wellbeing Strategy, including:

Learners

- Wellbeing Hub
- Wellbeing Calendar
- Personalised Wellbeing Plans
- Personal Tutorial Framework & Enrichment Calendar
- eDrac Learner
- Student Union Podcasts
- GLLM Lles social media accounts
- Principal Newsletter
- WBL Wellbeing Newsletter
- Case studies to include Podcast and Vlogs and shown on GLLM social media channels

Staff

- CEO bulletins
- Wellbeing Hub
- Wellbeing Calendar
- Deliver a programme of Mental Health Awareness Training
- Newsletter to share case studies and best practice
- Support staff directory per campus
- Promote activities on 'My campus today' on the Grŵp Portal

Parents, Guardians and the Local and National Community

- Social Media posts
- Press releases on achievements and approaches



Partner Agencies and Signposting

The Grŵp will continuously look to partner with experts across the country to deliver this Wellbeing Strategy. Detailed information regarding these continuously developing support services is available on the Wellbeing Hub(s). Examples of key partner agencies are:

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| <ul style="list-style-type: none">• Specialist CAMHS• GP Services• Mind• Parabl• CAIS• DAWN• LACE Co-ordinators• Children in Need Team (CiN)• Team Around the Family (TAF)• Adult Protection Team (APT)• Learning Disabilities Team (LDT)• Adult Care Assessment Team (ACAT)• Care Inspectorate Wales (CIW)• Action for Children | <ul style="list-style-type: none">• Barnardos• Housing Team• GISDA• Hafal• Local Integrated Safeguarding Operational Groups• Family Information Service• LGBTQ+• Samaritans• Careers Wales• Youth Justice & Probation Services• Contest & Prevent Boards• PC Liaison Officer• Public Health Wales |
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Roles and Responsibilities

This Wellbeing Strategy is founded upon the requirement for everyone to take personal responsibility for their own health and wellbeing, but also for supporting colleagues and learners across the Grŵp to do likewise. However, no one can do this on their own, and therefore this Wellbeing Strategy clarifies roles with critical wellbeing responsibilities to ensure that everyone can all help themselves and others:

Senior managers

Senior managers are crucial role models, and line managers and employees are more likely to engage with wellbeing interventions if they see their leaders actively participating in them. Senior managers have the authority and influence to ensure that wellbeing is a strategic priority embedded in the Grŵp's day-to-day operations and culture. Senior managers have a duty to ensure that wellbeing is the top agenda item in all team and individual meetings.

Managers

Much of the day-to-day responsibility for managing staff wellbeing falls on line managers. This includes implementing stress management initiatives, spotting early warning signs of stress, making supportive adjustments at work, and nurturing positive relationships.

Managers are important role models in fostering healthy behaviour at work, and must be equipped with the capabilities and confidence to go about their people management role in the right way. Managers have a duty to listen and reflect on their own behaviours and capabilities and to seek out further development as appropriate.

Managers need to understand the impact their management style has on staff and the wider Grŵp culture, and flex their style and behaviours where appropriate.

Human Resources

The HR team have a lead role to play in steering the health and wellbeing agenda. They will support senior managers in embedding the wellbeing strategy as a priority and integrate wellbeing practices into the Grŵp's day-to-day operations.

HR will communicate the benefits of healthy workplaces to line managers, who are typically responsible for implementing people management and wellbeing policies.

HR will work closely with all areas of the business and provide practical guidance to ensure that policies and practices are implemented consistently and with compassion.

Wellbeing Project Manager

Through the establishment of effective relationships across the Grŵp and with external partners, this role will manage a portfolio of wellbeing projects to support learners, trainees and staff. The Wellbeing Project Manager will design strategy, agree and deliver actions and outcomes, review impact and implement a sustainable plan to embed sustainable initiatives. This role will lead and collaborate with partners to scope new project proposals and to make and implement recommendations.



Roles and Responsibilities

Health & Safety Team

The Health & Safety Team will provide professional health and safety advice on all aspects of Grŵp wellbeing, from reviewing the designs of new buildings, through to individual risk assessments.

Caer Health

Caer Health provides the Grŵp with expert independent Occupational health (OH) support, where OH is a specialist branch of medicine focused on health in the workplace. Caer Health will work closely with HR, managers and staff to support all aspects of wellbeing.

CareFirst

CareFirst is the Grŵp's chosen Employee Assistance Provider providing online and telephone wellbeing services for all staff on all aspects of wellbeing including counselling. It is available to all without referral.

Lecturers and teaching staff

Those involved in the delivery of teaching (and within the constraints and limits of their roles), are responsible for the effective design of curriculum to include learner voice and wellbeing. These staff are responsible for maintaining up-to-date knowledge of learner support services to provide immediate support and signposting for learners with queries or showing signs of needing support.

Employees

All staff are responsible for their own wellbeing, and to support colleagues and learners with theirs. Staff are responsible for engaging in wellbeing initiatives and discussions, whether that be at a Grŵp, team or individual level, and to provide feedback to other responsible parties on wellbeing.

Learner Services

This team of dedicated experts are responsible for liaising with partner agencies and providing appropriate signposting, advice and guidance to all who need it.

Safeguarding Officers

These trained officers are responsible for identifying the threshold of significant harm and safeguarding concern and escalating appropriately within the Grŵp's reporting procedures.

Mentors

Mentors will advise and support learners to develop self-care techniques using a range of apps and support techniques, and provide help and guidance on a range of wellbeing issues.

Student Counsellors

Student Counsellors provide professional therapeutic interventions to support learners throughout their studies. Referrals will be made to appropriate services where long term interventions are required.



